

**BUSINESS
IN THE
COMMUNITY
IRELAND**

Work Experience Programme Time to GROW

Get Ready for Opportunities to Work

IMPACT REPORT 2022 – 2023



SUPPORTED BY

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Background

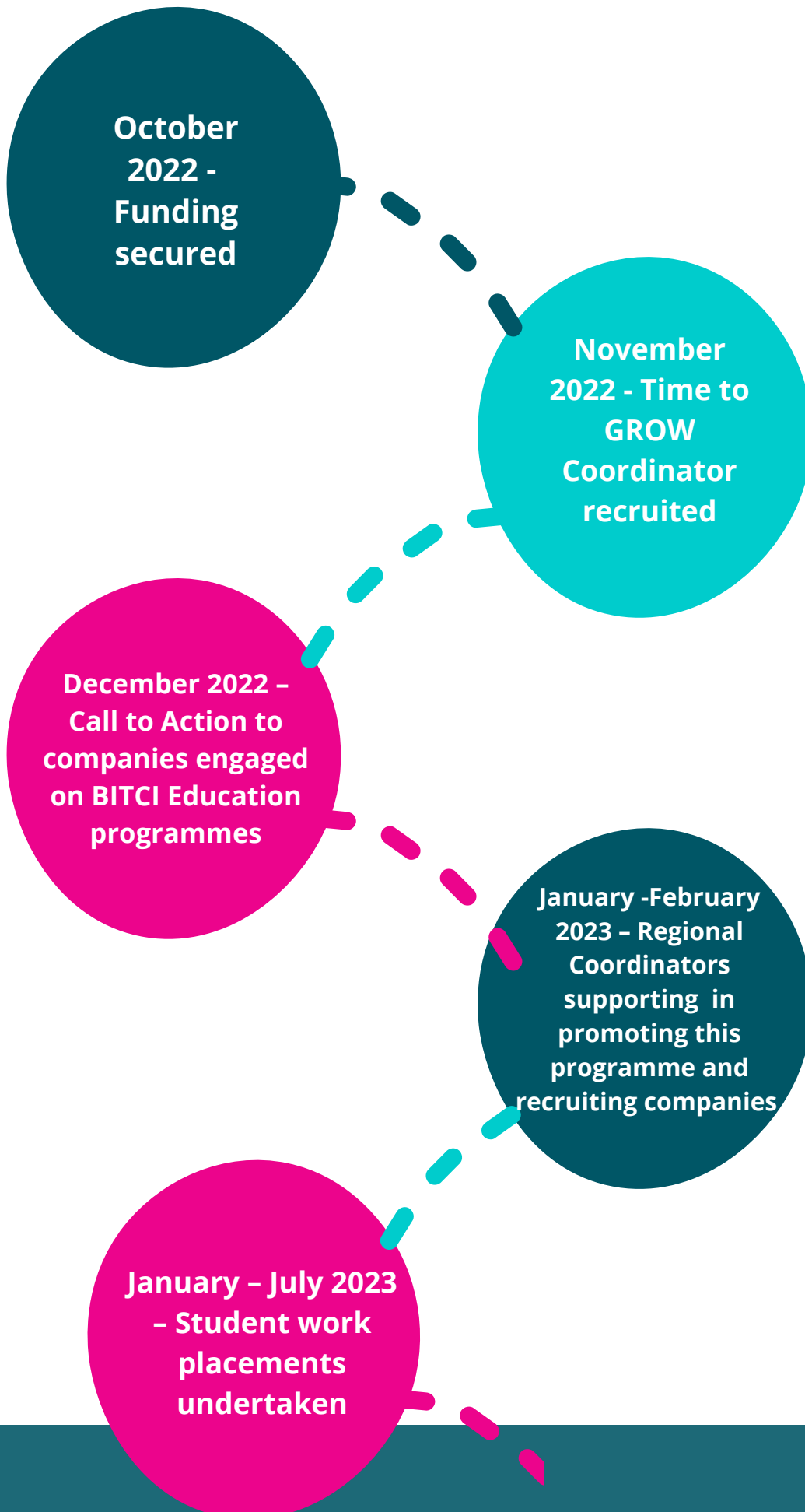
In early 2023, Business in the Community Ireland (BITCI) launched a new work experience initiative for post-primary students called Time to GROW (Get Ready for Opportunities to Work). This is a Dublin-based pilot programme for Transition Year (TY) students funded by basis.point through funds generously granted by IPUT Real Estate Dublin.

The aim of the programme is: to provide work experience opportunities to TY students in Dublin DEIS schools who would traditionally not have the opportunity of these experiences.

The Time to GROW's programme objectives are:

- To support and facilitate companies offering work placement opportunities to students in nearby DEIS schools
- To recruit students who would avail of these opportunities
- To level the playing field for students who experience educational disadvantage to connect with companies and business areas on meaningful work experience.
- This programme also supports the participating companies' Diversity and Inclusion initiatives in showcasing these companies as potential employers to a whole new cohort of students who wouldn't traditionally consider these careers or companies.

Sourcing Work Experience Placements





Placement Details

The initial target for this programme was to place 100 students. The programme commenced half-way through an academic year and was a new initiative with a slow initial uptake. Time to GROW placed 77 students in work experience during Spring/Summer of 2023. These placements were for between 3 and 5 working days and were made across 12 companies. The placements were predominantly office-based with some companies offering a hybrid or partially online work experience programme.

One company, Sky Ireland ran a programme for the full TY class in the school. They split the group over two different weeks. Aviva and IBM were also big supporters of the programme.

Once a company signed up to the programme, they normally came back with more places than originally offered. This was because students who the company had signed up to the programme (through family or friends) dropped out. If there were dropouts, then the company came back and offered BITCI these placements. This was very positive but challenging as there was normally a very short turnaround time to fill the placements. It was also challenging at the end of the academic year to place students as their calendars are filled with TY trips, college visits etc.

Participant Companies 2022-2023 Academic Year

2023	Jan	Feb	Mar	Apr	Jul	T
Chadwick's	7					
DHL	2					
DAA		3				
Northern Trust		2				
Cornmarket			3			
Aviva			11			
Bank of America			6			
Sky			19			
Maples			2			
IBM				13		
Iaranrod Eireann			5			
Fujitsu					2	
Total	9	5	46	13	4	77

Top Line Data Outcomes

01

BITCI secured work experience placement opportunities for 77 students in companies.

02

100% of schools wish to participate again and would like more students to be involved next year.

03

60% of school coordinators said that the programme helped to increase students' self-confidence.

04

100% of companies surveyed said they would recommend the programme to companies.

05

97% of student respondents said a benefit of the programme was learning about different job roles and career opportunities.

06

87% of student respondents said they would recommend the Time to GROW programme to other students.

07

57% of student respondents said the programme helped improve their communication skills.

08

60% of student respondents said the programme helped them "Consider alternative options & new ideas for after I leave school."

09

100% of companies surveyed said that the benefits to the company were.

- **Link Business & Education in a positive way**
- **Contribute to CSR Strategy**
- **Introduced the company & brand to students.**



Company Coordinators Survey Feedback

100% of companies surveyed said they would recommend the programme to companies.

100% of companies surveyed said that the benefits to the company were.

- Link Business & Education in a positive way
- Contribute to CSR Strategy
- Introduced the company & brand to students.

Below are some survey comments from the company coordinators:

The students were very engaged through the process. They fully committed to the visit and took time to work with each team they encountered. Their interest and participation made the visit very enjoyable and productive for all involved. I received great feedback from the other teams they visited also.

Very good engagement from the students

Students were willing to get involved and enjoyed learning new things in the office and branch network

All topics are designed to ensure maximum student engagement and hands on activities which encourage students to connect. Students participated throughout and when given an opportunity to lead a project they did so.

There were a couple of issues with attendance during the programme and I'm not totally sure that the students were fully engaged. We might look at reducing the days/times to make it more manageable for them.

School Coordinators Survey Feedback

The schools that were offered TY placements through the Time to GROW programme in 2022-2023 are listed below:

School Name	Totals
Ballinteer CS, Broadford Rd., Ballinteer	4
Blakestown CS.	5
Kiillinarden Community School, Tallaght.	5
Larkin Community College, Champions Ave, North City.	2
Mercy Secondary Inchicore	19
Mount Carmel Secondary School, Kings Inn Street.	5
Moyle Park College, Clondalkin	7
O Connells Secondary School, Richmond St	5
Old Bawn CS, Tallaght	6
Riverdale CC, Blanchardstown.	4
St. Finian's Community College, Swords.	3
St. Josephs, Rush.	4
St. Laurence College Loughlinstown	4
St. Michaels Holy Faith Secondary School, Finglas West.	2
St. Pauls CBS, Brunswick St N, Dublin.	2
Totals	77



Overall feedback on the programme was very positive from the school's perspective.

School coordinators cited the main benefit of the programme for students was learning about different job roles and career opportunities.

Some of the recommendations from the school coordinators were as follows.



It would have been better for students if all the work experience opportunities were in person. One of the companies offered a remote work experience and the feedback was not as positive as the in-person experience opportunities.



Offer interview skills as part of the programme.



Important for companies to communicate to schools if there is non-attendance by students.



More notice of placements. Some of the placements offered had to be filled very quickly. Companies came back with the offer of placements last minute and BITCI had to go to schools to source students.

100% of schools wish to participate again and would like more students to be involved next year.

60% of school coordinators said that the programme helped to increase students' self-confidence.

Here are some of the comments from school coordinators

Would you recommend the Time to GROW programme to other schools and why?

Yes, an invaluable programme for students to get involved with companies they may not otherwise get the chance to and a great way to develop their skills outside the classroom.

Yes, it's a fantastic opportunity for young people and we are very grateful to be able to send our students.

Yes, due to the opportunities provided to students that I would not otherwise be able to provide in school

Definitely a super programme!

Yes. It is invaluable for students to experience this type of workplace first-hand and educated them about the industry. They were very excited at the prospect of working in an environment like Sky Ireland.

Yes - great opportunity for students to experience different types of careers.

Yes, it gives students the opportunity to work in an environment that they may not have had exposure to in the past.

Yes, I would recommend it highly. The students returned from it with positive comments across the board. The group skills /problem solving workshops went down a treat. The students felt they had a voice and their opinion mattered. It was a very positive experience and opened their eyes to possible career paths

Yes, very beneficial for students to gain new experiences and improve

Evaluation Feedback from Students

Students completed a survey questionnaire providing feedback on their experience of the programme. Students were asked to select the benefits of participating in the Time to GROW programme. The table below shows the benefits students selected.



Do you think the Time to GROW programme helped you in any of the following ways?	Student respondents who answered YES
Improved Teamwork skills	37%
Increased Self confidence	37%
Improved communication skills	57%
Improved Interpersonal skills	33%
Consider alternative options & new ideas for after I leave school	60%
Helped to make decisions about going to college	47%
Inspired me to apply myself and do better in school	37%

87% of student respondents said they would recommend the Time to GROW programme to other students.



97% of student respondents said a benefit of the programme was learning about different job roles and career opportunities.





Thank You

Thank you to all the stakeholders involved in this programme. The Time to GROW programme is free for companies to participate thanks to the generous funding by IPUT Real Estate Dublin through basis.point.

Thank you ...

To the companies who participated and were able to broaden the horizons of students in DEIS schools who experienced the work placements.

To the company volunteers who generously gave their time to share their role, learnings, skills and time with these students. Your time makes a huge impact on these young people's lives.

To the school Principals and teachers who supported and coordinated the programme in their schools to benefit their students, your time and attention is appreciated.

To the students themselves for being brave and being willing to step outside their comfort zones and try something new. The work experience raised students' aspirations for careers in business and contributed to companies' Corporate Social Responsibility (CSR) and also Diversity and Inclusion (D&I) strategies both now and in the future.

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